Needs of Self Development Among Ramathibodi Hospital Personnel

Abstract

The study was a survey research with the objective of studying the needs for self-development of the personnel in Ramathibodi Hospital. The study samples were 349 personnel from technical/professional supportive group and from administrative support group. Questionnaires were employed as data collecting tool. The data were collected during February-March 2556 B.E. There was a set of 339 complete and returned questionnaires (97%). Data was analyzed by using descriptive statistics one way ANOVA Pearson’s Correlation Coefficient and Multiple Correlation Coefficient.

The study found that the need for self-development of the studied population was in the high level (mean = 131.3) and by aspects found that the need for training had highest score (mean = 49) for followed by need for continuing education (x = 44.4) and need for self-learning had the lowest score (mean = 37.1). Differences in personal factors education status and experience in gaining more knowledge affect the difference in need for overall self-development (p<0.001, p<0.001 consecutively). Age had a negative association with need for continuing education (r = -0.157, p<0.001) Organization climate (all six aspects) had positive association with overall need for self-development (r = 0.37, p<0.001). Factors which affected needs for self-development were perception of organization climate in the aspects of the exercising of the authority and influence in organization in the application of technology and knowledge to be use in the organization. These factors had co-predictability power of 15.7%.

Recommendations from the research were the administration should support the continuing education program of the personnel, set up common funds and provide financial support for self-development program of the personnel. Training in the use of foreign language should be provided for personnel from every office. Personnel should have more self-learning through technology as much as possible. Confidence and trust in the personnel should be created; salary increase and career growth increase will be provided on an equity basis. Delegation of authority should be fully practiced properly and distinctively.